

Bilateral Work Agreements

Historically, Foreign Service family members have been limited to working within the Mission or volunteering while at post due to their diplomatic or consular status. To increase family member's employment opportunities bilateral work agreements (treaties) are established between the United States and an individual country. These work agreements enable accredited spouses and dependent children of U.S. Government employees assigned to official duty at an Embassy or Consulate in one of these countries to seek employment on the local economy. Same-sex spouses and partners should contact post HR to learn if they are eligible for work permits.

ALBANIA ⁴	THE GAMBIA	NIGERIA
ANDORRA	GEORGIA	NORWAY ⁴
ANTIGUA AND BARBUDA	GERMANY ⁵	NORTH MACEDONIA ²
ARGENTINA	GHANA	PAKISTAN
ARMENIA	GREECE ¹	PANAMA
AUSTRIA	GRENADA	PERU
AUSTRALIA	GUATEMALA	PHILIPPINES
AZERBAIJAN	GUINEA BISSAU	POLAND
BAHAMAS ¹	GUYANA	PORTUGAL
BAHRAIN	HONDURAS	REPUBLIC OF THE CONGO (Brazzaville)
BARBADOS ¹	HUNGARY	ROMANIA
BELARUS	ICELAND	RWANDA
BELGIUM ⁵	INDIA ²	SAINT KITTS AND NEVIS
BENIN	IRELAND	SAINT VINCENT AND THE GRENADINES
BHUTAN	ISRAEL	SAMOA
BOLIVIA	ITALY (includes The Holy See) ²	SAN MARINO
BOSNIA-HERZEGOVINA	JAMAICA ²	SENEGAL
BOTSWANA	KAZAKHSTAN	SERBIA
BRAZIL	KOSOVO	SIERRA LEONE
BULGARIA	KUWAIT	SLOVAK REPUBLIC
CAMEROON	KYRGYZ REPUBLIC	SLOVENIA
CANADA ⁴	LATVIA	SOMALIA
REPUBLIC OF CAPE VERDE	LIBERIA	SPAIN ⁵
CHAD	LIECHTENSTEIN	SRI LANKA
COLOMBIA ²	LITHUANIA ⁴	SWEDEN
COMOROS	LUXEMBOURG	SWITZERLAND
COSTA RICA	MADAGASCAR	TAJIKISTAN
CROATIA	MALAWI	TANZANIA (suspended)
CYPRUS	MALAYSIA ³	TIMOR-LESTE
CZECH REPUBLIC	MALI	TRINIDAD/TOBAGO
DEMOCRATIC REPUBLIC OF THE CONGO (Kinshasa)	MALTA	TURKEY ^{2,3}
DENMARK ⁴	MAURITIUS	TURKMENISTAN
DJIBOUTI	MOLDOVA	UGANDA
ECUADOR	MONACO	UKRAINE
EL SALVADOR	MONGOLIA	UNITED KINGDOM ⁴
EQUATORIAL GUINEA	MONTENEGRO	URUGUAY
ESTONIA ⁴	MOROCCO	VENEZUELA
ETHIOPIA	NAMIBIA	YEMEN
FIJI	NAURU	ZAMBIA
FINLAND	NEPAL	ZIMBABWE
FRANCE (effective 1/1/21)	NETHERLANDS ⁴	
GABON	NEW ZEALAND	
	NICARAGUA	

¹ Limited number of family members permitted to work

² Offer of employment required

³ Restricted employment fields

⁴ NATO dependents also included

⁵ NATO dependents included by de facto arrangement

De Facto Reciprocal Work Arrangements

On the basis of de facto reciprocity established by precedent, accredited spouses and dependent children of U.S. Government employees assigned to official duty at an Embassy or Consulate in the following countries may apply through specified channels for a permit to work.

BANGLADESH
BELIZE
BURKINA FASO
BURUNDI
CENTRAL AFRICAN REPUBLIC
CHILE
COTE D'IVOIRE
EGYPT
ESWATINI
FRANCE ⁶
GUINEA
HAITI
HONG KONG

ICELAND
JAPAN
JORDAN
LEBANON
LESOTHO
MAURITANIA
MEXICO
MICRONESIA
NIGER
PAPUA NEW GUINEA
PARAGUAY
RUSSIA
SEYCHELLES

SINGAPORE
SOUTH AFRICA
SOUTH KOREA
SUDAN
SURINAME
TAIWAN
TOGO
TUNISIA
UNITED ARAB EMIRATES

Family members who work on the local economy without authorization are probably working illegally and may be putting themselves and their missions at risk. The Vienna Convention on Diplomatic Relations and the Vienna Convention on Consular Relations requires individuals who receive privileges and immunities from the receiving state to respect the laws and regulations. Likewise, 3 FAM 4125(a)(1) provides that family members can work on the local economy only when doing so would be consistent with local law. This provision implements 22 U.S.C. § 2699(b), which provides in part that family members of FSOs may accept employment in a foreign country unless such employment would violate US or local law. It is critical for EFMs to seek [Chief of Mission approval](#) ⁷ whenever a family member considers working outside the mission.

NOTE: Documentation required to make application for a work permit under de facto reciprocal work arrangements governed by INS regulations 8 C.F.R. 214.2(a)(2) and 8 C.F.R. 214.2(g):

- (1) Letter from the potential employer describing the job and salary;
- (2) Form I 566;
- (3) Form I 765.

⁶ The BWA with France commences on 1/1/21

⁷ www.state.gov/wp-content/uploads/2019/05/Approval-Action-Memo-Updated-June-2017.pdf